

ICS 4228-89

11 April 1989

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence

FROM: Lieutenant General Edward J. Heinz, USAF
Director, Intelligence Community Staff

SUBJECT: SSCI Letter on Implementation of National Academy of Public
Administration (NAPA) Report on Intelligence Civilian
Personnel Systems

1. Attached for your signature are letters responding to a Senate Select Committee on Intelligence inquiry on implementation of the recommendations contained in the NAPA Report. As the letters indicate, we believe it will be mid-summer before we finish assessing the substantive merits and legislative impact of the NAPA recommendations. Interagency groups are now studying the findings and recommendations to determine what our next steps should be.

2. There has been a great deal of interest in the NAPA Report from the SSCI as reflected recently in many of our budget hearings. We expect this interest to continue as personnel initiatives are developed by Intelligence Community agencies and vetted through the senior coordinating group.

STAT



Edward J. Heinz
Lieutenant General, USAF

Attachments:

- A. Letter to Chairman, SSCI
- B. Letter to Vice Chairman, SSCI
- C. Letter to Chairman, HPSCI
- D. Letter to Ranking Minority Member, HPSCI

All portions of this
Memorandum are Unclassified

SUBJECT: SSCI Letter on Implementation of National Academy of Public
Administration (NAPA) Report on Intelligence Civilian Personnel
Systems

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The Director of Central Intelligence

Washington, D.C. 20505

14 April 1989

The Honorable David L. Boren
Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

I was pleased to receive your letter asking for additional information on the Community's plans to implement the National Academy of Public Administration's (NAPA) Report on civilian personnel systems. I especially appreciate the Committee's interest in helping us follow up on NAPA's recommendations.

In your letter, you supported my proposal to establish a senior coordinating group to steer Intelligence Community actions derived from the NAPA Report. That group has already met to begin developing a realistic plan to deal with the Report's recommendations. The senior group is drawing on a set of interagency working groups to place the recommendations in priority order and identify key issues that require further study.

The working groups are also developing implementation agendas based on both the NAPA Report and initiatives proposed by individual agencies. This should ensure a thorough discussion and coordination of new policies at the working level. The senior group's main role is to provide overall guidance and make sure that the impact of personnel initiatives is understood and addressed by senior management throughout the Community. Through this process, we hope to ensure that personnel initiatives get the benefit of a Community assessment before an individual agency submits them through normal approval channels to the Oversight Committees for consideration.

In their reviews, the working groups are separating initiatives that require new legislation from those that could be implemented under existing authority. Our preliminary assessment is that in the near term there will be few requests for new legislation. The only legislative issue of immediate concern is the request by the Federal Bureau of Investigation for exemption from the position classification requirements of Title V, U.S.C. (one of NAPA's key recommendations).

It is too early to state precisely what the legislative requirements of other intelligence agencies may be. Many of NAPA's recommendations will require extensive study and staff work before firm decisions can be made. In addition, because intelligence agencies had been asked by the Committees to delay new personnel policies until the NAPA Panel completed its study, these

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Letter are Unclassified

The Honorable David L. Boren

agencies are only now assessing initiatives and re-evaluating prior proposals in light of the NAPA Report. These circumstances make it highly unlikely that a comprehensive set of legislative proposals based on the NAPA Report will be forthcoming this fiscal year. At most, legislative action may be required only for a few proposals that have had the benefit of prior study and/or are in response to other legislative mandates. We will have a better idea of what our legislative agenda will look like by mid-summer. The working groups will then have had a chance to conclude their reviews and develop their work plans.

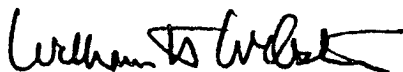
Much of the above also applies to initiatives that do not require additional legislative authorities. Our initial review of possible personnel programs in this category indicates that most of the proposals that are likely to be submitted to the Congress this year are extensions or expansions of existing programs (many of which have already been shared with the Committees). For example, CIA has stated that it will propose an extension of its Spousal Leave Transfer Program and an expansion of its Career Transition program. CIA also proposes to begin the initial stages of a restructured, mandatory health plan. Again, we will be in a better position to develop a schedule of these and other proposals when the working groups have finished their reviews.

I will forward a work plan that is less tentative than that described above as soon as it is available. In the meantime, my point of contact for this subject is [redacted] at the Intelligence Community Staff. He may be reached at [redacted] and will be happy to answer any additional questions you may have.

STAT

This same letter is being sent to the Vice Chairman, Select Committee on Intelligence. A similar response is also being sent to the Chairman and Ranking Minority Member of the House Permanent Select Committee on Intelligence.

Sincerely yours,



William H. Webster

SUBJECT: Letter to The Honorable David L. Boren

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The Director of Central Intelligence

Washington, D.C. 20505

14 April 1989

The Honorable William S. Cohen
Vice Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Vice Chairman:

I was pleased to receive your letter asking for additional information on the Community's plans to implement the National Academy of Public Administration's (NAPA) Report on civilian personnel systems. I especially appreciate the Committee's interest in helping us follow up on NAPA's recommendations.

In your letter, you supported my proposal to establish a senior coordinating group to steer Intelligence Community actions derived from the NAPA Report. That group has already met to begin developing a realistic plan to deal with the Report's recommendations. The senior group is drawing on a set of interagency working groups to place the recommendations in priority order and identify key issues that require further study.

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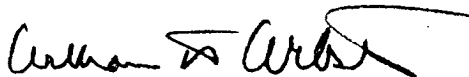
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This same letter is being sent to the Chairman, Select Committee on Intelligence. A similar response is also being sent to the Chairman and Ranking Minority Member of the House Permanent Select Committee on Intelligence.

Sincerely yours,



William H. Webster

SUBJECT: Letter to The Honorable William S. Cohen

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STAT

The Director of Central Intelligence

Washington, D.C. 20505

14 April 1989

The Honorable Anthony C. Beilenson
Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

I received a letter from the Chairman and Vice Chairman of the Senate Select Committee on Intelligence (SSCI) asking for additional information on the Community's plans to implement the National Academy of Public Administration's (NAPA) Report on civilian personnel systems. Since you received a copy of that letter, I am sharing my response with you.

The SSCI letter supported my proposal to establish a senior coordinating group to steer Intelligence Community actions derived from the NAPA Report. That group has already met to begin developing a realistic plan to deal with the Report's recommendations. The senior group is drawing on a set of interagency working groups to place the recommendations in priority order and identify key issues that require further study.

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The Honorable Anthony C. Beilenson

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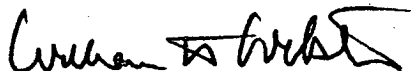
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This same letter is being sent to the Ranking Minority Member of the House Permanent Select Committee on Intelligence. As noted, a similar response is also being sent to the Chairman and Vice Chairman, Select Committee on Intelligence.

Sincerely yours,



William H. Webster

SUBJECT: Letter to The Honorable Anthony C. Beilenson

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The Director of Central Intelligence

Washington, D.C. 20505

14 April 1989

The Honorable Henry J. Hyde
Ranking Minority Member
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Hyde:

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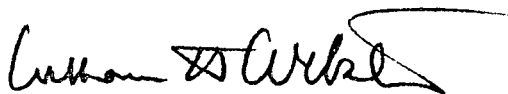
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